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ABSTRACT

This document is the collective bargaining agreement between the University of Scranton and its faculty effective September 1, 1975 until August 31, 1976. Its provisions include all full-time faculty members associated with the Reading Clinic and Counseling Center, full-time faculty assigned to the Department of Physical Education, full-time faculty members who are department chairmen, librarians, and full-time faculty members given special faculty, nonprofessional employees, guards, and supervisors as defined in the National Labor Relations Act. The agreement covers salary adjustments including base salary increment, productivity adjustment, minimum salary scales and adjustments, and medical benefits. (Author/KE)

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ED108559

UNIVERSITY OF SCRANTON

Master Agreement

April 2, 1975

The University of Scranton and its Faculty, through their designated representatives, do agree:

A. Witnesseth:

FAC has been certified to represent, for purposes of collective bargaining, all full-time faculty, including full-time faculty associated with the Reading Clinic and Counseling Center, full-time faculty assigned to the Department of Physical Education, all full-time faculty who are department chairmen, librarians, and full-time faculty members given special assignments in lieu of teaching at the University of Scranton, Scranton, Pennsylvania; but excluding all part-time faculty, non-professional employees, guards and supervisors as defined in the National Labor Relations Act.

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NATIONAL INSTITUTE OF EDUCATION
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HE 006 601

B. The Recognition Agreement

The University recognizes FAC as the sole and exclusive bargaining agent for Faculty Members in the bargaining unit as described and certified by the National Labor Relations Board in Case No. 4-RC-10882, with respect to the University's obligations to bargain collectively regarding salary, hours of employment and working conditions of the members of the bargaining unit in accordance

with the National Labor Relations Act.

C. Terms of Agreement

This Agreement shall be effective as of September 1, 1975 and shall remain in force and effect to, and including, midnight August 31, 1976. During the term of this Agreement both parties agree to, and individual Faculty Members shall continue to abide by, the University's Rules and Regulations as contained in the University's Documents of Governance, including Statutes, policies and directives as promulgated by the appropriate University governing body.

D. Salary Adjustments

a. Base Salary Increment

Salary increments shall accrue only to the base salary of those full-time Faculty Members employed during the 1974-75 academic year ending June 1, 1975. Full-time Faculty Members will be paid their annual salary, including increment, prorated over twelve (12) months on the first day of each month. Base salary increments, which are to be distributed to the Faculty Members on the basis of rank and years of service as proposed by FAC, will be as follows:

Section deleted

b. Productivity Adjustment

A productivity adjustment, which recognizes and rewards full-time Faculty Members for their part in maintaining and developing the economic stability of the University during the 1974-75 academic year, shall be paid on December 1, 1975. This productivity adjustment shall be a one (1) time payment of two hundred and twenty-five dollars ($225) per each full-time Faculty Member employed during the 1974-75 academic year and who continues his/her employment in the 1975-76 academic year. This productivity adjustment shall not accrue to the Faculty Member's base salary.

c. Minimum Salary Scales and Adjustments

Minimum scale salary adjustments shall be based on academic ranks held during the academic year 1974-75 ending June 1, 1975. Full-time Faculty Members promoted during the 1974-75 academic year, with rank effective September 1, 1975, shall receive the minimum scale adjustment for the appropriate rank to which promoted, effective September 1, 1975. Minimum scale salary adjustments shall be prorated over twelve (12) months.

Section deleted

d. Medical Benefits

The University will provide for the payment of the full-time Faculty Member's individual medical coverage for the Blue Cross All-Service Co-op, Blue Shield Plan 100 and Major Medical Programs.

Dr. John L. Earl III For Faculty Council	Rev. Edwin A. Quain, S.J. For Board of Trustees
Date _____	Date _____